

## ROUTING AND RECORD SHEET

SUBJECT: (Optional)

FROM:

 OPPPM/PAE/P&E  
 1006, Ames Bldg.

EXTENSION

NO.

STAT

DATE

17 March 1981

STAT

TO: (Officer designation, room number, and building)

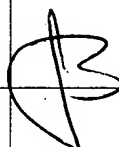
DATE

OFFICER'S INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

 1. ☐ ODDA/PO  
 7D18, Hqtrs.

3/18/81



Mr. Fitzwater recently recommended a uniform promotion policy for Career Trainees who successfully complete their training (see attached). This policy has been in effect for some time in the DDO and DDS&T. This is to advise you that the recommendation was approved 9 March 1981.

STAT

2.

 3. ☐ DDS&T/PO  
 6E45, Hqtrs.

STAT

4.

 5. ☐ NFAC/PO  
 2F42, Hqtrs.

STAT

STAT

6.

Att

 7. ☐ DDO/CMS/PO  
 2C20, Hqtrs.

STAT

8.

 9. ☐ AO/DCI/PO  
 7C17, Hqtrs.

STAT

10.

 11. ☐ OPPPM/PO  
 5E68, Hqtrs.

STAT

12.

13.

14.

15.

D/PPPM  
81-1968

2 MAR 1981

MEMORANDUM FOR: Director of Training and Education  
Director, National Foreign Assessment Center  
Deputy Director for Administration  
Chairman, E Career Service

FROM : Harry E. Fitzwater  
Director of Personnel Policy,  
Planning, and Management

SUBJECT : Promotion of Career Trainees Upon Completion  
of Training

1. Both the DDO and the DDS&T have received authorization to grant one-grade promotions to career trainees assigned to their Directorates who entered the Career Trainee Program at GS-10 or below and who successfully completed the prescribed training. This authorization was granted because one of the primary problems in recruiting and retaining career trainees is the financial factor. In many cases, the career trainee entry grade is low, and this problem is compounded when subsequent promotions are delayed by the completion of the Career Trainee Program and the uniform promotion cycle and, sometimes, by language training.

2. I believe that the financial factor continues to be an important part of the successful recruitment and retention of career trainees. I also believe that the DDO and DDS&T promotion policy for career trainees is a sound one but one which should be applied Agency-wide. For this reason I am proposing that, effective 9 March 1981, all career trainees in grades GS-10 and below who successfully complete the training program be granted a one-grade promotion at the time of their assignment to one of the Directorates.

3. Please advise me by 6 March 1981, if you do not agree with this proposal.

Harry E. Fitzwater

Harry E. Fitzwater

Distribution:

Orig. - Adsc.

1 - each other Adsc.

2/- D/PPPM

1 - Subject

1 - Chrono

OPPPM/PGES [ ] da (24 Feb. 1981)

STAT